

International Recruitment to the Community

CASE STUDY

2022/#8



Interview with Nikolai Poyugao, Adult Nurse

Nikolai qualified as an Adult Nurse in the Philippines in 2010. He came to the UK in 2016 where he was employed by Central London Community Healthcare NHS Trust (CLCH).

Prior to coming to the UK, Nikolai had been working with a School Nursing Team, so the plan was for Nikolai to work with a School Nurse team in the UK. When Nikolai first began working with CLCH he was placed on bedded units for a short time until he had successfully completed his OSCE training. He was successful in passing his OSCE after approximately 3 months and was then given a staff nurse position with a School Nurse Team.

School Nursing in England is so different to the work he was doing in the Philippines with the School Nurses. In the Philippines the School Nurse would work with the teachers and the students in one community so that they could thrive on their own, whereas in the UK the focus is more on just the children and not the teachers. Much of the work that Nikolai was involved in with the School Nursing team was around health promotion.

Four months after passing his OSCE, Nikolai was asked if he would like to join a Health Visitor Team which he was very happy to do. He now works with a Health Visiting Team covering areas of West London and inner boroughs of London. Nikolai works in clinics such as: Blood Spot Screening of new-born babies, BCG clinics, Health Reviews and Walk-in-Clinics where babies are weighed. He also does some scheduled home visits if he and the Health Visitor agree that the visits are within his professional capabilities. Nikolai is constantly learning in this role and enjoys the stimulation and excitement of learning new skills. The team that he is working with are very supportive and are happy for him to question anything he may be unsure of.

During the pandemic (September 2021 – April 2022) Nikolai was deployed to the Vaccination Clinics to assist. Nikolai is very content working as a Staff Nurse with the Health Visitor team. He feels that his skills complement those of the Health Visitor. While he continues to be involved in the clinics, as mentioned previously, this

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Above: Nikolai Poyugao

releases time for the Health Visitor to deal with the vast amount of paperwork and more urgent needs of families, such as safeguarding.

If Nikolai was to give any advice to a nurse travelling from the Philippines to the UK, he would tell them to be prepared for the cold weather. When he arrived in the UK, he did not even have a jacket so had not been prepared for the drastic difference in temperature.

Nicolai would like to have been more prepared for how different the role of the School Nurse is in the UK to the role of the School Nurse in the Philippines. He would also have found it beneficial if he had been given an induction into the School Nursing Team. He does believe that this issue is now part of the support for new internationally recruited nurses coming to work in the UK.

The key challenge that Nikolai was confronted with was communication. Even though English is spoken in the Philippines, he was worried about getting his pronunciation wrong and using wrong words. As his role requires him to be a good communicator, Nikolai has made tremendous efforts in perfecting his pronunciation and use of the English language.

Overall Nikolai is happy with his move to the UK. It has given him the opportunity to support his family in the Philippines and he recognises that there are many career progression opportunities in the UK which would not be available to him in the Philippines. The Trust (CLCH) are very supportive and the team that he is working with have welcomed him to their team and are happy to help him in any way they can.

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